

Business Partner Self-Assessment & Code of Conduct for Software AG Partners

Confidentiality Statement

EXHIBITS & FORMS MAY 2021

All the information you provide us will be used for this evaluation only. We will not transfer it to any external organizations or companies. Your information will be used in accordance with our Data Protection Policies.

Basic Company Information

Date:	Founding date:
Name and legal form of your company:	Registration Number:
D-U-N-S Number (if available):	Website:
Company mailing address:	Current no. of employees

Shareholder Information

Annual Turnover (last 3 years/local currency):

Last year: _____
Last year -1 _____
Last year -2 _____

Main Shareholders (if known)

Please confirm that employees of Software AG are neither known shareholders nor in a management function in your company.

Confirmed

Not Confirmed

If NOT confirmed, please describe the details:

Business Operations

Briefly describe your business purpose/track record.

In the past 10 years, has your company been subject to allegations regarding corruption or bribery?

Yes

No

If YES, has your company faced any corresponding lawsuit? Describe.

To what degree do you manage these Corporate Responsibility related issues in your company?

world
class,
no issues

high
level

standard
level

low
standard
level

no
standard
level

we have
not started
yet

Legal Compliance

Prohibition of corruption and bribery

A business code of conduct and ethics
is available in our company

Corporate Responsibility in your
Supply Chain

Respect for the basic human rights
of employees

Prohibition of child labor

Code of Conduct for Software AG Partners

This Code of Conduct defines the basic requirements for partners of Software AG concerning their responsibilities towards their stakeholders.

The Partner Declares Herewith:

Legal compliance

To comply with the laws of the applicable legal system(s).

Prohibition of corruption and bribery

To tolerate no form of and not to engage in any form of corruption or bribery, including any payment or other form of benefit conferred on any government official for the purpose of influencing decision making in violation of law.

Respect for the basic human rights of employees

To promote equal opportunities for and treatment of its employees irrespective of skin color, race, nationality, social background, disabilities, sexual orientation, political or religious conviction, sex or age;

To respect the personal dignity, privacy and rights of each individual;

To refuse to tolerate any unacceptable treatment of employees, such as mental cruelty, sexual harassment or discrimination;

To prohibit behavior including gestures, language and physical contact, that is sexual, coercive, threatening, abusive or exploitative.

Health and safety of employees

To take responsibility for the health and safety of its employees.

Supply chain

To use reasonable efforts to promote among its suppliers & partners compliance with this Code of Conduct;

To comply with the principles of non-discrimination with regard to suppliers & partner selection and treatment.

Enforcement

This Code of Conduct for Software AG partners points out the importance of honest business conduct and solid business ethics. Our standards can be met only with the corporation of all our partners. Software AG trusts that the partner will recognize that he must adhere to the standards of this Code. However, Software AG reserves the right to assess and monitor on an ongoing basis the partner's practices regarding this Code of Conduct. Any violation of this Code will constitute the basis for Software AG's right to immediately terminate the partner agreement.

Signature

Signed: _____

Name (print): _____ Date: _____

Title/Function: _____ Location: _____

Company Seal:

ABOUT SOFTWARE AG

Software AG began its journey in 1969, the year that technology helped put a man on the moon and the software industry was born. Today our infrastructure software makes a world of living connections possible. Every day, millions of lives around the world are connected by our technologies. A fluid flow of data fuels hybrid integration and the Industrial Internet of Things. By connecting applications on the ground and in cloud, businesses, governments and humanity can instantly see opportunities, make decisions and act immediately. Software AG connects the world to keep it living and thriving. For more information, visit www.softwareag.com.

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